

# Incompetency

Homosexuals have no job security. In fact, they apparently have no civil rights which cannot be legally violated under University rules or State College law.

Last May a South Halls Resident Assistant, Tony Carozza, was dismissed from his position because of "incompetency." Of course, it was only coincidence, not a case of discrimination, that Carozza had revealed his homosexuality to a supervisor only three days before he was fired.

RAs who worked with Carozza said the firing was an unfair assessment and constituted personal mistreatment. They have taken these claims to M. Lee Upcraft,

director of Residential Life, and requested that he issue a policy which would specifically prevent RAs from being fired because of their homosexuality.

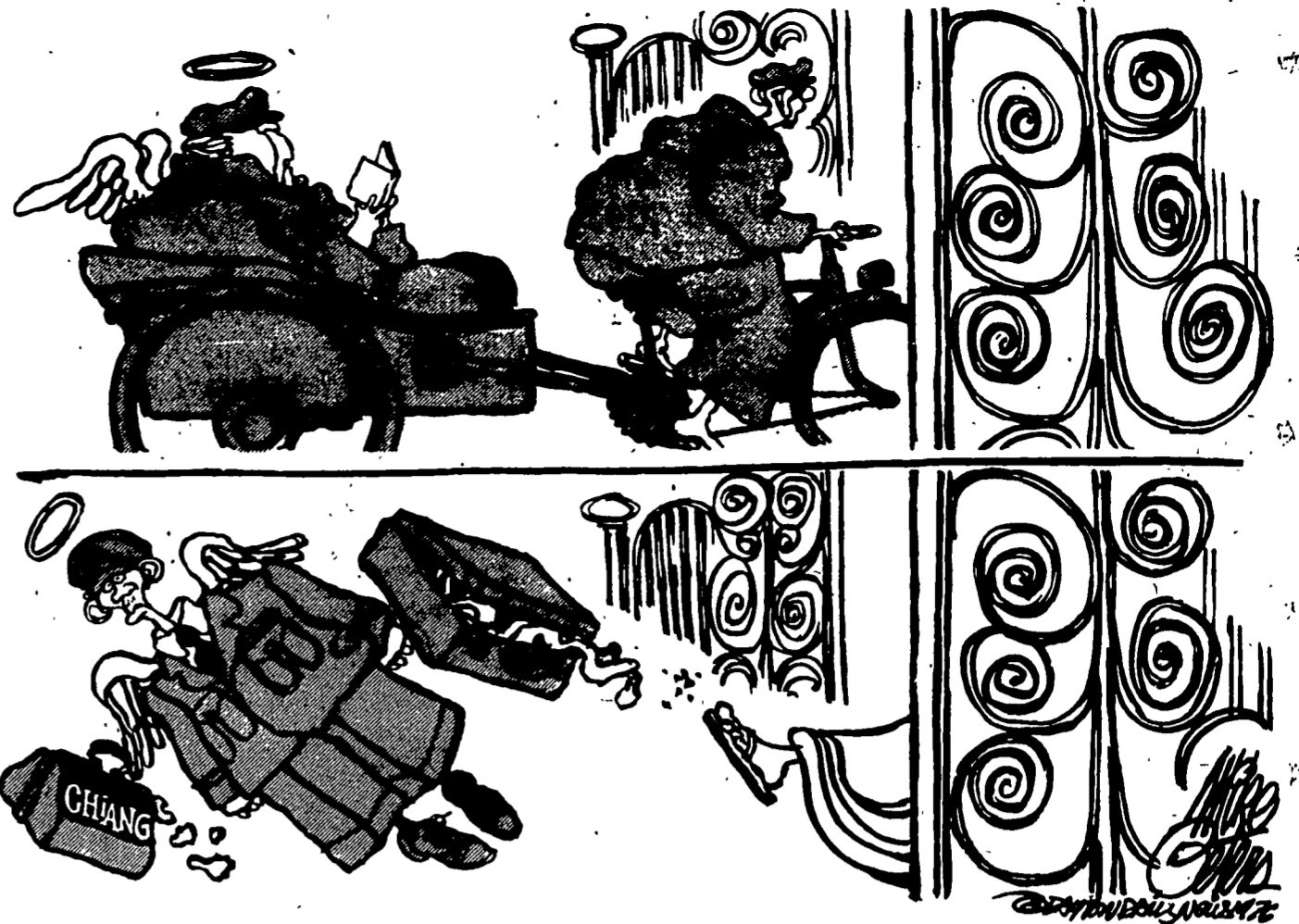
There is one problem with this request — in the summer Upcraft rejected an appeal from Carozza in this same case. This leads us to believe that Upcraft is satisfied with the current situation. Either there are no cases of discrimination which need be rectified or there are even more cases which should continue to be sanctioned by his department. If either view is taken by Upcraft, he will be wrong.

The State College Municipal Council made this mistake last

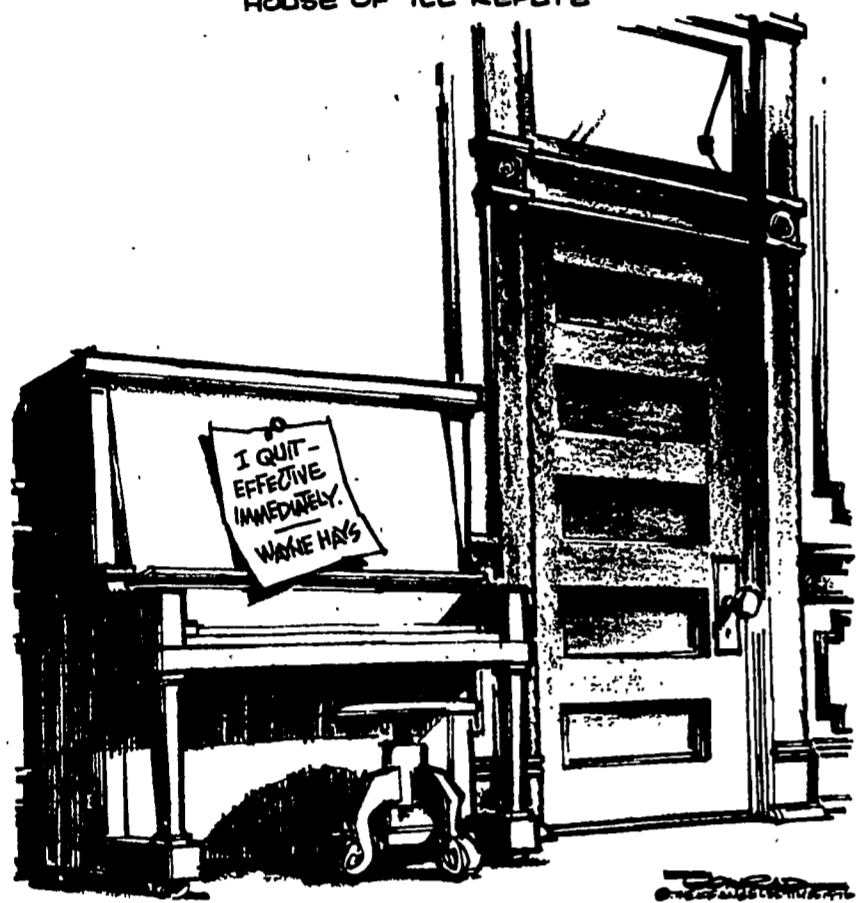
spring when they rejected a proposal outlawing discrimination of homosexuals in hiring or housing. They publicly admitted that since there were no documented cases of discrimination against homosexuals, it would be wasteful to pass such an ordinance.

But there needs to be no documentation of the repressive attitudes toward homosexuals in this community. Where people can refuse to see the need for civil protection, it is small wonder that abuses occur.

Administrators and members of borough council need to wake up. We urge the University to reinstate Carozza and to issue policy banning discrimination in any form.



HOUSE OF ILL REPUTE



# Union debate apes child's game

"Monkey in the Middle" is a nasty little child's game in which the "monkey," standing between two of his friends, tries to catch a ball they are trying to keep away from him.

Nobody wants to be the monkey, of course, but there can be no game without him.

An adult version of that game is being played at the University this season, with the department heads as the unfortunate monkeys. They are in the middle while the faculty unions and the University administration argue over who gets the monkey.

As the first step in a possible unionization of faculty, the Pennsylvania Labor Relations Board has been conducting hearings to determine membership in the bargaining unit.

The question at hand is whether department heads can be considered faculty members (albeit with a few extra duties), or whether department heads are really "supervisory personnel" and therefore belong with the University administration in any union dispute.

The Penn State University Professional Association (PSUPA) and the American Association of University Professors (AAUP), two of the groups seeking to unionize Penn State faculty, would like to include department heads in the bargaining unit with faculty

members. The University, on the other hand, would like to prove that department heads are supervisors and therefore excluded from union bargaining.



Kathleen Pavelko

One of the problems in determining the status of department heads is that the label "supervisor" is more applicable to business than to the very peculiar situation of University governance. The University is not an automobile factory, and any attempt to compare the duties of a radiator-line foreman with those of a psychology department head is bound to end in frustration and failure.

The University, however, is determined to apply the "supervisory" label to department heads despite a long-standing collegiate tradition to the contrary. Long ago, when faculty

members actually ran their universities, (instead of the fiction of faculty governance to which we now pay lip service), faculty members chose from their ranks a representative to speak for them in meetings with trustees and to handle those administrative details necessary for the maintenance of the department. These representatives were called chairmen because that was their function — to chair meetings and to express the consensus of the department.

The current situation, however, places the department head in the uncomfortable and inenviable position of the "monkey in the middle" — on the one hand, the representative of his department in the eyes of his faculty members, and on the other, the supervisory employe in the eyes of the University.

Penn State is only one of many modern state and private universities attempting to isolate department heads from their faculty by making them the functionaries of the university bureaucracy. As universities become increasingly bureaucratized — only that bastard word can suffice for that bastard process — department heads have become less representatives of their departments than representatives of the university. The University has ac-

complished this shift in the status of department heads largely through hiring procedures and contract restrictions. The selection of a department head is a process which begins with a faculty recommendation and ends with a decision by the president and the Board of Trustees. Faculty choice is a factor in the decision, but only one factor.

At Penn State, most department heads sign a 12-month contract — an arrangement which discourages teaching and research. The amount of trivia and administrative clap-trap in a university of this size virtually precludes a department head's teaching. If a department head insists upon maintaining his teaching and research, he does it on his own — he usually receives no time off for it. This tends to isolate a department head from his faculty and turns him from a colleague into an administrative drudge.

Some departments and department heads have resisted this trend; in these departments, all members teach and the head truly acts on the advice of his faculty.

In this unionization dispute, it seems the last thing Penn State needs is another "administrative officer." As the joke goes, soon every faculty member will have his very own administrator anyway.

# Let sleeping voters lie

Whenever elections grace potential voters, there's some joker ordering you to stand up, be counted and vote — as clichés go. And everytime that fella begins his reasoning, "God Bless America" echoes sardonically through my brain.

You know who I'm talking about. The same fella shouting "America, love it or leave it" or "America's strength lies in her government", and her government in the strength of her people." He and his fellow political misfits are what songwriter John Hartford described as "like unto mockingbirds, repeat every word." Indeed, the words are straight from Weekly Readers, in the 50's and 60's; their moral is a third-rate, third grade teacher's propaganda at work.

Hey fellas, stop telling me to vote! We all remember earlier days when teachers and parents warned we would one day have the opportunity — adding responsibility for suspense — to elect our government. Of course our standard reply was, "What's a government?"

In high school, civic teachers told us why we should vote, the first reason being we were citizens of this great land. The second reason for voting was because it made this great nation tick. The third reason was because voting was essential to government, fourth because we should, fifth because...

Now we readily see these as merely patriotic tunes — tunes off-key. This rationale, or "commandments of civics" was employed by our teachers to condition our young minds. Today, these "commandments" are religiously

followed by such political pundits as Dave Broder, the entire Centre Daily Times' editorial staff (who produces at least two "freedom" editorials a week), and the rest of publicly educated society. I believe even some Chote boys may have succumbed to the bug.

John Harvey

Why not accept the gratuitous situation thrust upon us by non-voters? Voters aware of important "news" — or information — vote, for the most part. Those reading newspapers, watching television news, glancing through a Newsweek on occasion, or simply discussing public affairs are the people voting, representing 50 per cent of the electorate. Those who neglect such responsibilities or who are bored by the process generally do not vote. They probably do not peruse political columns like this one either.

Peer groups pressuring unwilling but potential voters is equivalent to holding up dead bodies in voting booths. It is asking indifferent and unqualified adults to make qualified decisions about who should control this government — ultimately our lives. Forcing unqualified voters to participate when their preconceived apathy tells them not to is like begging Shirley Temple Black to be ambassador of somewhere important. (My God, they did that didn't they!)

The recent voter registration drive is

an example of "civic book mentality"; the forcing of apathetic adults and students into voting booths. Only ignorance will attempt to lure people to vote with lollipop incentives like "convenient registration." Why make registration easier than it is now? To allow those too lazy to travel to court-houses or mail registration forms the opportunity to vote? Certainly one can see that those who register for reasons of simplicity will register a simplistic vote.

The thing to do is leave those disinterested voters alone. If they desire exit from participation, do not coerce them with irrelevant sermons about "voting" and "America." If the led wish to remain so, if the ruled wish to be ruled, allow them that privilege. We, as a society, will benefit from such action.

The important thing to remember is that the fewer voters the better, from a selfish standpoint. Fewer voters equals fewer unqualified and unprepared voters. Fewer voters means a more intelligent voting pattern since conscientious citizens will still vote. Moreover, fewer voters means your cherished vote will be that much more important.

That's why in this election year you will not ever hear me telling you to vote. I will never quote T. Jefferson or another Democrat claiming the virtues of vote to be higher than those of vice.

Actually, in a greedy sense, it would gratify my ego if no one else bothered to vote in November. At least my vote would count this time.

Hey fellas, do me a favor. Don't vote!

# Letters to the Editor

## Ultimate rip-off

TO THE EDITOR: After three years at this University, I thought I had experienced, or at least heard of, every rip-off one is subject to in Happy Valley. Now the last vestige of my idealism has been crushed. Rip-offs exist even in the institution held most sacred by all of Happy Valley's inhabitants — the Penn State football game.

I arrived at the stadium a half an hour before hick-off, I admit a little too late to expect to get a good seat. However, the night before I had driven home to pick up some forgotten necessities, and the trip back took longer than I had expected, since the roads were cluttered by droves of alumni. When I tried to enter the stands, ticket stub in hand, I was told by a gentleman in a red sports jacket that the stands were full — not only my class's section, but all four sections.

What could I do? The fences around the field were lined three deep with not only spectators holding standing-room-only tickets, but hundreds of unfortunates like myself, who spent hard earned cash on season tickets in the belief that they would see more of the game than the backs of the players lining the team benches. I managed to catch the second half, however, by stealthfully sneaking into the bleachers hidden among the members of the Blue Band, who were returning from their half time show.

It continues to amaze me that PSU doesn't make a substantial profit each year, what with all the money it receives from late fees, drop-adds, and of course the four dollars you must pay when you lose your matric card (even though you were due for a replacement). This new source of revenue, new to me at least, of selling tickets for more seats than exist at Beaver Stadium, should certainly put this school back in the black.

A corporation sells more than 100 per cent of its shares. This is called fraud and is punished by law. The University sells more than 100 per cent of its stadium seating capacity, and as a result you don't get a seat. This is called tough luck and there is nothing you can do about it.

So all students be forewarned! Get to the stadium early so you can push and shove, just like when concert tickets go on sale, to get the seat you have already paid for.

Michael Fischer  
10th-Journalism

## SRO saga

TO THE EDITOR: When we purchased our season tickets for the football game in July, we were under the impression that our tickets would allow us to watch the games "seated." Unfortunately for us and many others, we found out that we were mistaken.

Arriving at the game an hour before it was to begin, we found ourselves turned away by each section. But why should we be turned away? We paid for our tickets and should have seats. If the reason for our standing is due to the time we arrived, we would like to know how early we must be there to get a seat. Could the PSU Athletic Office be overselling these games? If that is the case, we might as well sell our season tickets now and be spared anymore frustrating experiences like the Stanford game.

Rita Gilligan  
7th-accounting  
Susan Pignetti  
7th-accounting

## Policy absurd

TO THE EDITOR: Most parties are in full swing by midnight on a Saturday night. However, I went to a certain dorm party this past weekend which was abruptly ended before it reached full-

swing. The music was right, the lights were low, and I was dancing, and just when it hit me, somebody turned the lights on and yelled, "Split you funky people, right now! Lay down your birch beer, the coordinator's here, so goodbye!"

The party was ended early in the evening because a half glassful of lime vodka was found in the study lounge. Everyone at the party had to leave immediately. No one could believe the absurdity of the new alcohol policy in this instance. It was ridiculous to hold everyone there responsible for the small ration of alcohol.

I believe that the policy was proposed to be enforced for noble, but unrealistic goals, considering the reputation of PSU as a "partying school." Whether or not those goals will ever be realized, I cannot say. But, a policy that is made with such strict limitations and no reasonable room for exceptions will never be effective. It can only bring about student resentment and noncompliance.

Mary Ann Kraus  
5th-law enforcement and corrections

## Storm front

TO THE EDITOR: Generally, on the international scene, this has been a quiet summer for the United States, but such may be the calm before the storm as world frustration and even anger mount over Southern Africa.

The bloody Soweto riots outside Johannesburg in June were only the first in a series of racial disturbances that wracked that Republic all summer long and sunk the international prestige of Vorster's government to a new all-time low. And by November, with the return of the rainy season in Rhodesia, guerrilla activity will be on the rise in that unhappy land. The USA can only hope it doesn't wind up on the receiving end of these racial storms.

Because the new approach unveiled by Kissinger this spring plunged the U.S. right into Africa's thorniest and most explosive political issues, Kissinger's frequent visits with South African Premier John Vorster has aroused suspicions throughout Africa. U.S. Ambassador to the UN, William Scranton, toured that continent in June. He reported that 11 black heads of state with whom he conferred had "strong undercurrents of feeling" concerning the Vorster-Kissinger alliance.

Too, Kissinger, with Great Britain, has worked out a proposal for a "settlement bank" to help finance the transition from white to black rule in Rhodesia, should that be negotiated, and backed a British initiative on Namibia that would bring SWAPO into the constitutional conference, hopefully, to be sponsored by South Africa.

November will decide the U.S. Presidential election and also may determine the amount of our physical involvement in South Africa.

J. D. McAulay  
Professor of education

# the Collegian

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HEY! YOU! WHATSA MATTER? YOU THINK WE'RE KIDDING ABOUT ENFORCING THE DRINKING POLICY?